

Introduction

College and Department 5-Year Comparison with Underrepresentation

The following section is comprised of a **summary by college** followed by a **department-by-department** comparison of faculty, administrators, and academic professionals by academic unit to target percentages of representation within academic disciplines. It also shows **faculty, administrators, and academic professionals hiring and termination** patterns over a **five-year period**.

The Availability Percentage (Avail. %) is the estimated percentage of a group's representation within a field or discipline from which UIC is likely to recruit. Two important notes about Avail. %s:

1) they have been arrived at **through consultation and in collaboration with** the particular department. Relevant statistical source information may include: highest degree holders on the faculty of research universities, recent doctorates awarded in the field, graduate enrollments, medical residents by specialty, etc. In some instances the discipline estimates are combined to reflect the disciplinary composition of departments.

2) The Avail. % **serves as a gauge** to compare UIC's representation by field to overall group representation in the field at comparable institutions or settings. It is a tool for comparison: it is not a hiring quota.

This report incorporates a Number Under Availability (# Under) which is a numerical expression of any underrepresentation of a targeted group or groups, that is, the difference between the Avail. % and the October 2002 percentage of representation in UIC academic units. The # Under serves as a specific means of comparing UIC's representation of women and minorities by field to overall group representation in the field. Again, it is not a quota. Each hiring decision serves as an opportunity for the hiring unit to decrease any deficiency in representation.

For each departmental chart of this section, there are four components:

1) a summary column indicating **faculty counts from the October 2002 payroll by race and gender**, for tenured and tenure-track faculty as well as for other faculty.

2) a comparison of **current faculty to target faculty percentages** with number needed to reach target percentage representation. Current values are derived from October 2002 faculty counts from part one; target percentages for women and minorities are determined by the process noted above, # Under figures by simple computation.

3) a summary column of new **faculty hires over the five-year period** from fall 1998 through fall 2002 by gender and race. These are aggregated from payroll data derived by comparing one October's employment profile to the next.

4) a summary column of **faculty terminations over the five-year period** from fall 1998 to fall 2002 by gender and race. These are aggregated from payroll data derived by comparing one October's employment profile to the next.

For both the college summary and department-by-department comparison, faculty, administrator, and academic professional counts are from the October 2002 extract of the University's paymaster database. Included are those faculty, administrators, or academic professionals who appear for the first time because they are newly hired, have changed from temporary or visiting status, non-faculty to faculty, Civil Service to academic, or part-time to 50% or more time.

Note: Departments with no faculty have been eliminated. Where a department number has changed, we have re-coded so that the report shows only October 2002 department codes. In some cases we have also re-coded a subsidiary department to be represented within a primary department. For example,

2075-Urban Education Research has been combined with 2010-Education
7650-Center for Urban Economic Research with 7652-Urban Planning and Policy
3301-Medicine-Dean with 3901-Medicine-Administration
6815-Center for Social Policy & Research with 6801-Social Work.

The tables use the five racial/ethnic categories that have been specified for reporting purposes in accordance with federal guidelines:

American Indian or Alaskan Native. Persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

White, not of Hispanic origin. Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

Black, not of Hispanic origin. Persons having origins in any of the black racial groups of Africa.

Asian or Pacific Islander. Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.

Hispanic. Persons of Mexican, Puerto Rican, Cuban, Central or South American Spanish-speaking cultures.